

# **ajc Joca newsletter**



**Convention  
Registration  
form**

**Interview with  
Dr. Wayne Teague**

**and more**





# president's message

## CONSTITUTION & BY-LAWS REVISION

The AJCCA is a dynamic and developing association. To keep pace with the organization and to reflect changes taking place, our Constitution and By-Laws need continued attention. To that end, an ad hoc committee of members particularly suited to the task were appointed early in the current Association year to do a careful study of our governing instrument. The Constitution and By-Laws Committee did a good job! Suggested improvements by the committee have now been presented to the Executive Committee.

After careful consideration, these changes, reflecting your Executive Committee's endorsement, are presented elsewhere in this issue of the Newsletter. The membership is urged to study these changes and be prepared to vote on them at the Association Business Session at the Convention. We recommend that you vote yes on all the proposed improvements.

## ELECTION OF OFFICERS

Another important piece of business the membership should be prepared to vote on at the Convention is the election of officers; namely, a vice-president/president-elect and a treasurer. The Nominating Committee has carried out its charge of presenting two nominees for each office. Also, additional nominations may be made from the convention floor for those who are willing to offer themselves in voluntary service to AJCCA. Let's have some spirited but good natured competition for these top offices, and importantly, let's all be present at the Business Session at 3:30 p.m., Thursday, April 20, to vote on the candidates of our choice.

## DR. TEAGUE INTERVIEWED

Elsewhere in the Newsletter you'll see that editor Charles Cobb has developed another interview for publication. This time he carried his tape recorder to our boss *numero uno*, Dr. Wayne Teague, for his views from the inside of our profession. Dr. Teague answers pertinent questions of vital concern to AJCCA members.

## CONVENTION REGISTRATION

The big annual event is only six short weeks away and excitement is beginning to build. Pre-registration forms are in this issue. Get yours in now and make ready for a great Convention. The complete program has been finalized, and you'll see it all printed in the pre-convention issue of the Newsletter slated to come out the first of April.

## CONVENTION SPEAKERS

There's something for everyone – in general session speakers, entertainment, professional development programs. For example, Dr. John Roueche will kick off the Convention with his widely known motivational theme of creating a caring environment for learning. His topic touches all aspects of junior college work whether you are a teacher, building aide, administrator, secretary, counselor, librarian, and so on. Dr. Roueche aptly points out that we all contribute to the learning environment.

On the lighter side, Grady Nutt, minister turned humorist, will delight the banquet audience Thursday night as he reveals truth as seen through the prism of humor.



Heavy emphasis on quality programs for Friday morning has brought expertise from around the country to bring the best to AJCCA interest groups. Your Executive Committee this year has strongly felt that the main thrust of our Association – professional development of its members – calls for an equally strong commitment to the workshop aspect of the annual convention. We believe that after attending the training sessions, you'll agree that our Commission Chairpersons, Vice-Chairpersons and the many Interest Group Chairpersons took their responsibilities seriously in developing these programs.



## OFFICIAL RESERVATION CARD

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

FIRM \_\_\_\_\_

WILL ARRIVE ON \_\_\_\_\_ AT \_\_\_\_\_ a.m.  
Date Time p.m.

WILL DEPART ON \_\_\_\_\_ AT \_\_\_\_\_ a.m.  
Date Time p.m.

( ) 6:00 P.M. Arrival ( ) Guaranteed Payment

NOTE: Reservations will be held until 6:00 PM unless accompanied by deposit or company guarantee. Reservations MUST be received 14 days prior to opening date of convention. If room is not available at rate requested, reservation will be made at nearest available rate.

CHECK-OUT TIME: 12:00 NOON

Birmingham Hyatt House

ALABAMA  
COMMUNITY AND JUNIOR  
COLLEGE  
ASSOCIATION

April 20 and 21, 1978

SCHEDULE  
OF RATES

No.of  
Rooms

No.of  
Persons

Single - \$25

Double - \$31

Twin - \$31

Triple - \$34

Quad - \$37

Third person in room - \$6.  
Children under 12 free when  
sharing room with adults.

\*Rates subject to 6% tax.

## OFFICIAL RESERVATION CARD

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

FIRM \_\_\_\_\_

WILL ARRIVE ON \_\_\_\_\_ AT \_\_\_\_\_ a.m.  
Date Time p.m.

WILL DEPART ON \_\_\_\_\_ AT \_\_\_\_\_ a.m.  
Date Time p.m.

I understand this reservation will be held  
for me until 6 P.M. of day of arrival shown  
above.

SIGNED \_\_\_\_\_

Holiday Inn

ALABAMA  
COMMUNITY AND JUNIOR  
COLLEGE  
ASSOCIATION

April 20 and 21, 1978

- ☐ \$17 1 Person - Double Bed  
☐ \$24 2 Persons - 1 Double Bed  
☐ \$24 2 Persons - 2 Double Beds

\*Rates subject to 6% tax.



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Birmingham, Alabama

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901 21st Street North  
Birmingham, Alabama 35203

**RESERVATIONS DEPARTMENT**

Place  
Stamp  
Here

**HOLIDAY INN CONVENTION CENTER**  
2230 10th Avenue North  
Birmingham, Alabama 35203



# Outstanding Educators Highlight April Convention



**DR. JOHN ROUECHE**

Dr. John Roueche, Professor and Director of the Community College Leadership Program at the University of Texas in Austin has accepted an invitation to keynote the opening general session of the AJCCA Convention, Thursday morning, April 20, 1978. Dr. Roueche's topic will be "Creating an Environment for Learning." The presentation will focus on strategies for staff and faculty members to employ in their daily work to promote better student success.

Dr. Roueche received his bachelor's degree from Lenoir-Rhyne College, a master's from Appalachian State University, and his Ph.D. from Florida State University. Employed at the University of Texas since 1971, Dr. Roueche also serves as consulting editor for community colleges for Jossey-Bass Publishers of San Francisco.

From 1969 to 1971, he was at the University of North Carolina at Durham, serving part of that time as director of the Community College Division of the National Laboratory for Higher Education.

Dr. Roueche served for two years as Associate Director for the ERIC Clearinghouse for Junior

College Information, UCLA, and prior to that was assistant to the President and Dean of Students at Gaston Community College in Gastonia, North Carolina.

Dr. Roueche has published more than seventy books and articles and has received many awards for his outstanding work in education.

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**DR. JAMES S. KELLERMAN**

Dr. James S. Kellerman, Executive Director of the Florida Association of Community Colleges, will address the AJCCA Convention General Business Session Thursday afternoon, April 20, 1978.

Dr. Kellerman received his B.S. and M. S. degrees from Florida State University, and his Ed.D. from Nova University.

He has served as a classroom teacher and coach in Pinellas County, Florida, an Associate Registrar at St. Petersburg Junior College, Director of Admissions and Registrar, Dean of Student Affairs, and Provost for Valenica Community College in Orlando, Florida.

Dr. Kellerman has presented numerous papers at several conferences and symposia and is a member of several professional and civic organizations.

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## CAREER EDUCATION FACULTY HAS INTEREST GROUP PROGRAM

For the first time, the Career Education Faculty will have their own interest group program at the 1978 AJCCA Convention.

Under the chairmanship of Scott Marshall, the Career Education interest group will meet Friday,

April 21, 1978, 8:30 A.M. - 12:00 Noon, with two outstanding speakers.

Watch for the complete Convention program which will be printed in next month's Newsletter.



# An interview with

By Charles Cobb

*Continuing a feature begun in the last issue, this is the second in a series of interviews bringing ideas and personalities to the Newsletter which I hope will be of interest to the membership.*

*I met with Dr. Teague, State Superintendent of Education, in his office on January 5, 1978. What follows is an edited sample of that conversation.*



**AJCCA:** Since you have been State Superintendent of Education for a few years now, what kinds of insights, surprises, or realizations have you had about your job?

**Dr. Teague:** In the last two years and two months, the biggest surprise I've had is the vast involvement of the chief state school officer and his office. There are so many things I do that few people, unless they have been in this position, realize. For example, I serve on the State Wage Commission which deals with buildings and highways and so forth. I serve as a voting board member of all universities in the state, and many other boards that are not related to education, as well.

I've had no surprises in the functioning of the office or what it's supposed to do. But the so-called "rat-race" is more than I expected. It doesn't bother me. In fact, I thrive on a busy schedule. The more I have to do, the better I feel and the more I get done. Someone told me when I first got down here that no state office except the Governor's office had the traffic and the schedule that the chief state school office has. I didn't believe that at first, but now I fully realize it.

My affiliation with the chief state school officer's organization has been a rewarding experience for me. This organization is made up of fifty state school officers as well as officers from six territories. Through this organization I've realized that we have become very influential nationally on several issues concerning education. We went to Washington to testify before the Perkins Committee in Congress about Title I funds and probably saved the state \$30 million a year for the next five years just by bringing to light some things that Congress did not know. Representing all the fifty-six chief state school officers and all the state school boards in the nation, I testified before a Senate Committee about a separate department head for education. Now it has come out in the January 2nd issue of Education USA, that Secretary Califano is supporting a separate post for education. I think some of our testimony caused this to happen. In our State Department, Dr. Mellown works on federal projects and is quite well known in Washington. We regularly get calls from senators and congressmen in other states, and



# Dr. Wayne Teague

from other state school offices about educational issues on the national level. This is involvement that I did not realize I would get this quickly, and I think we will have a long-range effect on education in Alabama and even the nation.

AJCCA: As the State Superintendent, you no doubt have many factors influencing you and your work — the State Board, the Governor, the Legislature, the people of Alabama. What kind of working relationship do you have with each of these diverse entities?

Dr. Teague: I think the relationship I have with all those people you've mentioned has been excellent. It is obvious that the State Board and I have worked very closely together. We have voted unanimously on most major issues which had been uncommon in past years. I believe we have a better relationship in the state legislature than this office has had in many years. The news media have been overwhelmingly supportive of most of the things I have tried to get done. I don't say this as an ego building thing, but I think the popularity of the state superintendent right now is probably higher in this state than in many years.

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***‘I think the positions I take publicly are the positions the public wants me to take.’***

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Now I'm not trying to win a popularity contest because I don't have to. I am not elected by the people and I could be kind of smug, make sure the Board likes me, and not worry about popularity. But I think the positions I take publicly are the positions the public wants me to take. For example, the stand I have taken against the collective bargaining issue. Educators are divided on this issue. The general public is not divided at all and view it the same way I do.

Literacy testing is another example, and I think the public solidly supports this.

AJCCA: One of the things that our Association and the junior colleges are concerned about this

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***‘The greatest educational need in this state is not junior colleges, universities, or medical schools — it is elementary and secondary education.’***

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year is money. And now that the Legislature will soon be in regular session, the education budget for 1978-79 will no doubt be an item on the agenda. You were the Chairman of the Governor's Select Committee that recommended a \$5.1 million increase for junior colleges. While, at the same time the Junior College President's Council, through its elected official, declared that \$8.3 million represented their "rock-bottom" actual need. Would you comment on this?

Dr. Teague: I would be glad to. The question is: Why did the junior college presidents and the State Superintendent disagree? Actually, we didn't disagree. The Select Committee the Governor named had ten members, and it just fell that five of them represented post-secondary education. These five people met and decided how to recommend appropriations for post-secondary education. Dr. Cecil Murphy represented the junior colleges and had a voice equal to mine, by the way I looked at it. I never tried to influence him one minute, because I didn't think I should. As chairman, I worked to get everybody to agree as best I could.

In Alabama we are very fortunate, because in this situation, we are dealing with an excess or unappropriated amount of money. But there are just so many dollars. You get the president of UAB



medical school, you get all the universities, you get all the technical colleges and junior colleges trying to decide what to recommend to do with the money. Somebody has to give and take. Nobody will get as much as they want. Probably nobody will get as much as they need.

I don't know what is going to happen since all of us did not sign that agreement. Dr. Murphy did not sign. Neither did Dr. Hubbert representing AEA because he felt that the committee did not recommend as high a salary increase as he would recommend. Whatever the figure is that junior college recommended, I'm sure it's needed.

But the greatest educational need in this state is not junior colleges, universities, or medical schools -- it is elementary and secondary education. There are too many elementary teachers with thirty and thirty-five students of all levels and abilities and backgrounds in a single un-airconditioned classroom. That's where the greatest need is.

But you have to recognize political realities and try to divide the money so that everybody will get their share. I don't know what my position will be. If the junior colleges fight hard for three million dollars more -- from where is it coming? I don't know. I might support the junior colleges to try to get three million dollars more. I might not. It depends on what's going to give up three million.

I will be the first to admit that the junior colleges need more money. Some need money worse than others. But I don't fault Dr. Murphy for not agreeing if he felt the junior colleges needed the money.

AJCCA: From what you know, do you suppose the junior colleges will have to cut back their operations somewhat if the \$5.1 million increase remains?

Dr. Teague: It depends on what the legislature does. If the legislature deals with the junior colleges like it dealt with the technical colleges last year, then there will be cutbacks. If they mandate more expenditures than revenue available, obviously you must cutback. It's that simple. But if the legislature does not mandate too much and gives the presidents some flexibility in building a budget, then they may not have to cutback. Either way, some institutions would be effected differently from others. You can't answer that with a yes or no.

AJCCA: As I understand it, the Governor has agreed to recommend a \$6.5 million increase for junior colleges.

Dr. Teague: At this point, I don't know what he has in his budget. But I would not be surprised that he has recommended more for all two year institutions.

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***'I get bursts of applause everytime I say that if we are going to mandate salaries then we ought to start paying teachers something for their experience.'***

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I realize I'm talking mainly for junior college employees, but taken as a whole, the tech colleges are in greater need than junior colleges because of their enrollment. They have hundreds, thousands of students lined up, waiting to get in these schools. And in many cases, their equipment is outdated. It must be emphasized that junior colleges have their own needs, too. But based on the critical needs, in my opinion, tech colleges are worse off than junior colleges.

AJCCA: Since we're talking about money, do you foresee any across the board salary increases, either mandated or recommended by the Board, of the magnitude that we had last year?

Dr. Teague: The Select Committee recommended for elementary-secondary a thousand dollar increase based on experience. I've frequently made the statement that very little research indicates that a teacher's degree makes any difference in how kids learn. Much research indicates that youngsters do learn more from experienced teachers than beginning teachers. When I speak to teacher's groups, I get bursts of applause everytime I say that if we are going to mandate salaries then we ought to start paying teachers something for their experience. In the past all we've known is degrees; this year let's go with experience.



If the legislature passes a salary increase for secondary, then the State Board will recommend no less of an increase for those under its supervision. This is the way it has happened consistently since I've been here.

Another thing you must think about: All of us would like to get a salary increase. I'm no exception to that. But for each \$100 a year increase that a teacher gets, they take home \$60 of that. That means a five dollar a month increase. Now living in poverty, five dollars more a month would mean a lot. But our teachers and administrators are not exactly poverty cases, even though we're struggling to get up to the average national salary level. If we give the elementary and secondary teachers alone a raise of \$100, that would be a total of over \$3 million.

If only the teachers had these facts, then we could say: Okay, we're going to give you a thousand dollar raise. Or we can buy \$3 million worth of additional teachers and lower the pupil-teacher ratio in your school. Or we can buy 500 kindergarten teachers. Or we can buy so many more junior college English instructors and lessen your teaching load.

I believe that our teachers would elect to take the five dollars a month less occasionally, to get more things we need. This is what we sometimes lose sight of. I still believe that an eight and one-half percent increase this year, based on what we got last year, is reasonable. We may get more. I have never resisted higher salaries for teachers. I don't think our teachers at any level in the State are paid enough yet. But I think we can get there quicker with this sort of reasonable approach.

**AJCCA:** Do you predict or would you even recommend or consider reorganization of the structure of our junior college system?

**Dr. Teague:** I would not recommend a change. Ideas have been put forth of appointing some kind of chancellor over the junior colleges. I don't understand this, because we have that now. I don't see having a separate superintendent for the junior colleges if you're going to be under the State Board. Now if you take the junior colleges out from under the State Board and set up a separate system, that is one thing. But as long as they are under the State Board, I don't see anyone else reporting to the State Board except the State Superintendent.

Before I became superintendent, junior colleges were in the Vocational Division. When I came in I felt the two year colleges ought to have a division of their own. It's a big and important operation with forty-eight institutions, my goodness! So I was trying to give them more emphasis and more attention by having a separate division for them. We've had some problems the first couple of years, but they were to be expected. It's going to work better.

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**'I'm concerned that we spend so much money on vocational education that doesn't seem to prepare people for vocations.'**

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**AJCCA:** You have a junior college background, don't you?

**Dr. Teague:** Yes. I spent a whole year developing the DeKalb College in Decatur, Georgia. I wrote a hundred page curriculum study and did the organization study. I am very much a community college man.

I have no intention of trying to change our system. It's working in Alabama, and it may be the best system. The junior and technical colleges can serve their people better than any other institution. We've had some problems with ours because of the way they were begun. They sprang up through politics. They were located by politics. But I'm not criticizing the politics because that's what we needed to get the system started at that time -- and it was a great movement in this state.

**AJCCA:** Do you think the role and scope of the technical schools and junior colleges will come closer together in the future?

**Dr. Teague:** I can't answer that. I am going to put a man to work in the next few days to develop the role and scope of all these institutions. We've never done this. My intention though is that these institutions serve their community the best way they can.

**AJCCA:** In view of some of the statistics I've seen concerning the decline in college enrollments, do



you suppose there will come a time in our state and in our country when we ultimately just don't need the number of institutions that we have, particularly the number of junior colleges we have in Alabama?

Dr. Teague: I would say that the need for two-year institutions will become greater instead of less. We have more people looking for jobs who have Ph.D's than job seekers with technical training.

We are the fastest growing region in the nation and the third fastest growing region in the world. As this growth continues, we will need more technically trained people. It goes without saying that we'll need more college trained people too, and here junior colleges will play a large part. As society changes, we'll probably have less need for the four year college graduate, and greater need for what the two-year college can do.

It's not the number of schools that's important, though. It's what type of institutions we have and where they are located. People ask quite often, "Don't we have too many junior colleges?" I say, well, I don't know. We've got some in places where they ought not to be. We have other locations that need junior colleges. But again, this is history. You can't abandon a junior college and the facilities it has just because it is not located in the right place. My guess is that we have about the right number. And it's up to those of us who have authority and leadership and responsibility to see that the colleges do what they are supposed to do.

AJCCA: Does your crystal ball have any other predictions for the future of junior colleges?

Dr. Teague: I think the biggest thing in the future that will affect junior colleges directly will be the increased emphasis on vocational education. My B.S. degree is in vocational education and I grew up in a working family, so I have a great feeling for the vocational people.

I'm concerned that we spend so much money on vocational education that doesn't seem to prepare for vocations. Every time I say something like this, somebody in vocational education says, "Well, he's against us." To the contrary, I'm talking about better vocational education and I think most vocational people understand this. But I still think that we have some programs that are

not paying off in vocationally trained people, while other programs are paying great dividends. I won't voice specifics here, but it should be up to us to be

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**'I have never used the phrase "teacher accountability" in my life. I talk about education accountability.'**

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sure that more of them are paying off than not.

And another thing. I have a strong feeling, and I probably can't prove it, that some of our best instruction is in junior colleges. When the junior colleges in the state got off the ground, the presidents, very wisely, hired the best teachers they could find. So many of your freshman-sophomore classes at universities are taught by graduate assistants who are primarily concerned with getting that graduate degree and only secondarily concerned about teaching. We have some excellent teachers, excellent people and I'm very impressed with them and the job I see them doing.

AJCCA: The work "accountability" has come into vogue in the last few years. What are your thoughts on accountability?

Dr. Teague: I am concerned that we in education are looked upon as folks who do not want to be judged. This is not right. And I believe the vast majority of teachers, given a reasonable method of evaluation, would accept it. But we need some sort of measuring stick for what we do.

I will propose to the State Board or State Legislature (either one or both) to do whatever it takes to come up with some sort of measuring stick for our school systems and our junior colleges as well.

I believe that you can evaluate teaching. You can evaluate administration. You can evaluate whether or not the community is putting enough money into schools to have good schools or not. You can evaluate whether or not the legislature is mandating more than they are paying for. We now know what factors effect learning in a school system. These have been documented.



My idea would be to look at each county school system, for example. And then say, "Based on everything we know about your county, this is the level at which your youngsters ought to be achieving. Why aren't they?" You don't say Mrs. Jones in the second grade didn't teach well. If the whole system is failing it may be because of weak teaching. It may be weak administration. We may not be teaching what we need to teach. We may be using up all our resources for a good school system. We need to get at this level before we say that the principal is too weak, or the teachers are too weak.

We have groups that immediately say, "No, no, no!" to any evaluation. This is a big mistake. We are going to have to do something to determine what our strengths and weaknesses are.

I have never used the phrase "teacher accountability" in my life. I talk about education accountability. Education is a state function, so accountability starts with the state legislature first. Then you start with state school boards and state superintendents. We must be held accountable for what we do. Then you get down to college presidents, the local superintendents, the local boards of education, the principals, the teachers, the taxpayers, the parents. Even the students have some responsibility for accountability.

AJCCA: When do you think we as a state can start moving in that direction?

Dr. Teague: We're already moving and will continue to move in that direction, very suddenly perhaps. I've told the local superintendents and the local boards that they must require a certain number of instructional hours for students. That's beginning to talk about accountability. We're raising entrance level ACT scores for teachers. This is long range accountability. At my insistence we have said that in the future teachers will get paid for a Master's degree only if they are teaching in that field. This is accountability. We have insisted that the legislature divide the funds for lowering the pupil-teacher ratio in the lower grades. The State Board has instructed me now, as an official policy to evaluate the presidents annually and I think the presidents will welcome this evaluation of their operation. So we have done a lot of things that will have an impact on accountability. If we do what we know we ought to do, we won't need an accountability law. We don't need fancy

legislation to be accountable. We're like the farmer who said he has worn out four or five farms. We know more about education than we are actually doing. We just ought to go on and do it.

Education in this state is improving rapidly. We have evidence; it isn't just my opinion. While ACT scores in other states are going down, ACT scores in Alabama are up nineteen points since 1975. Reading scores in elementary grades are also up. So we're doing something right. I have all the reason in the world to be optimistic.

When people talk about the failure of this country's public school system, they are dead wrong. It's probably the most successful experiment in the history of mankind. Sure, we've got students coming out of high school that are not doing as well as they should. But ten years ago, one school system in this state was graduating only 48% of the students that entered first grade. Now they are graduating 85 - 90%.

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**'We're like the farmer who said he has worn out four or five farms. We know more about education than we are actually doing.'**

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I get kind of burned-up when people continually talk about negative aspects of education. For example, somebody says that 15% of all the people in America can't read. My goodness, 85% can! There is no nation on the face of this earth that can make that statement, except the United States of America. I know we have shortcomings, but we ought to point out, as often as we can, what is right with education.

I think the State Department of Education is becoming and will become the most outstanding state department in the nation. I say that without any doubt of being corrected in the future. And we're here to serve. That's the only reason.

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# Who's What in the AJCCA

## **PATRICIA McLANEY -- REPRESENTATIVE JUNIOR COLLEGE BRANCH STATE DEPARTMENT OF EDUCATION**



Trish has been employed with the State Department of Education since 1975, and has been involved with postsecondary education during this entire period. She has been professionally engaged in education since 1969. She has served as the representative of the postsecondary division on the AJCCA Executive Committee since 1975.

Trish is a native of Evergreen, Alabama and attended the University of Alabama where she received her BA and MA degrees. Her interest in education began during these college years when she served as President of the University of Alabama College of Education in 1966-67.

In addition to her professional education activities, Trish is active in community and civic affairs through her membership in the Montgomery Junior League.

Trish's husband Knox is an attorney in Montgomery and they are expecting their first child in June. Her interests include both collecting and restoring antiques, reading, growing plants of all kinds, and assisting her husband with his registered Paso Fino horses.

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## **JOYCE CAMPBELL -- CHAIRPERSON COMMISSION ON SUPPORTIVE PERSONNEL**



Joyce K. Campbell serves as secretary to the President at Snead State Junior College. When interviewed for the position, 7½ years ago, Mrs. Campbell asked President McCain if he preferred a young secretary rather than one who was a grandmother. Dr. McCain replied that a grandmother was fine since he was a grandfather.

Joyce and her husband, Buddy, have a married son, Eddy and a daughter, Lynda. Their grandson, Shannon, is 9 years old.

Joyce's hobbies include dancing, quilting, reading, and 'flea markets'.

Mrs. Campbell serves as secretary of the local ESPO Chapter. She is a member of AEA and the Alabama School Office Personnel Association.

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At the request of the AJCCA President, the Association's constitution was reviewed by the Constitution and By-Laws Committee consisting of Dr. Gene Crago, Chairman, Jefferson State; Arthur Howington, Brewer State; and Annette Chamberlain, Gadsden State.

Their suggested revisions were presented to and approved by the Executive Committee on February 15. The Executive Committee now recommends the adoption of the proposed revisions which will be voted on by the membership at the Business Session of the AJCCA Convention.

It is suggested that you bring this issue of the Newsletter with you to the Business Session.

**CONSTITUTION AND BYLAWS  
ALABAMA JUNIOR AND COMMUNITY COLLEGE ASSOCIATION**

**ARTICLE I. NAME**

The name of this organization will be the Alabama Junior and Community College Association.

**ARTICLE II. PURPOSE**

It shall be the purpose of the Association to promote development and advancement of junior and community college education in Alabama by:

- a. Promoting the best possible conditions for professional service;
- b. Encouraging professional growth;
- c. Improving articulation and cooperation with other levels of education;
- d. Identifying needs and problems of Alabama Junior and Community Colleges through research and similar activities and communicating these to appropriate agencies for action; and
- e. Providing communication about and among the Alabama Junior and Community Colleges.

**ARTICLE III. MEMBERSHIP**

Four classes of membership are established: Individual, Associate, Institutional and Affiliate.

- a. Individual membership is open to all employees of Alabama Junior and Community Colleges.
- b. Associate membership is open to individuals whose professional activities are closely related to the functions and purposes of Alabama Junior and Community Colleges, upon approval of the Executive Committee and the payment of annual membership dues.
- c. Institutional membership is open to Alabama Junior and Community Colleges upon payment of annual dues.
- d. Affiliate membership is open to organizations and institutions whose activities are recognized as being closely related to the functions and purposes of Alabama Junior and Community Colleges.

**ARTICLE IV. OFFICERS**

Section 1. Officers. The officers of this Association shall be president, vice-president/president-elect, secretary, treasurer, and parliamentarian. The vice-president/president-elect shall serve as president in the ensuing year.

**PROPOSED REVISION TO  
CONSTITUTION AND BYLAWS  
ALABAMA JUNIOR AND COMMUNITY  
COLLEGE ASSOCIATION**

**ARTICLE I. NAME**

No change

**ARTICLE II. PURPOSE**

No change

**ARTICLE III. MEMBERSHIP**

- a. Individual membership is open to all permanent employees of Alabama Junior and Community Colleges.
- b. Associate membership, upon approval of the Executive Committee, is open to individuals whose professional activities are closely related to the functions and purposes of Alabama Junior and Community Colleges. This is an honorary membership and no dues will be assessed.  
*Rationale:  
The associate membership is honorary and therefore no dues should be charged.*
- c. Institutional membership, upon payment of annual dues, is open to all Alabama Junior and Community Colleges.
- d. Affiliate membership, upon approval of the Executive Committee and payment of annual dues, is open to organizations and institutions whose activities are recognized as being closely related to the functions and purposes of Alabama Junior and Community Colleges.  
*Rationale:  
Affiliate membership needs to be under control of Executive Committee.*

**ARTICLE IV. OFFICERS**

Section 1. Officers.



## CONSTITUTION AND BYLAWS (CONTINUED)

### Section 2. Selection of Officers.

- a. The president, vice-president/president-elect, and treasurer shall be elected by the membership of the Association. A majority of votes cast shall constitute election.
- b. The secretary shall be appointed by the incoming president.
- c. The immediate past president shall be the parliamentarian.
- d. The officers shall assume office upon adjournment of the annual convention.

### Section 3. Duties of Officers.

- a. The president shall preside at meetings of the Executive Committee and the annual convention, shall represent the Association in all matters pertaining to the Association, call meetings of the Executive Committee, appoint the secretary, and authorize expenditure and payment of Association funds.
- b. The vice-president/president-elect shall perform those duties assigned by the president, and shall perform the duties of the president during his absence or disability.
- c. The treasurer shall receive all money for the Association and make payment of Association funds upon authorization of the president. At the annual convention he shall submit a report of the receipts and expenditures for the preceding year.
- d. The secretary shall record meetings of the Association and of the Executive Committee. He shall maintain a list of the entire membership in all classes of membership and shall perform other duties as assigned by the Executive Committee.
- e. The parliamentarian shall perform such duties as prescribed by Robert's Rules of Order, Revised.

## ARTICLE V. COMMISSIONS

- Section 1. The following commissions are established to carry out activities consistent with the purposes of the Association as herein prescribed:
- a. Commission on Faculty
  - b. Commission on Administration
  - c. Commission on Students
  - d. Commission on Supportive Personnel

## PROPOSED REVISIONS (CONTINUED)

- a. The officers of this Association will be president, vice-president/president-elect, secretary, treasurer, and immediate past president. The vice-president/president-elect shall serve as president in the ensuing year.
- b. The vice-president/president-elect will serve as president during the succeeding year. In case the elected president does not serve the full year the vice-president/president-elect will complete the term. If the vice-president/president-elect serves more than six months as president this will constitute his year in office as president. If he/she serves less than six months, he/she will serve as president during the following year.

#### *Rationale:*

*No stipulation was made for the vice-president/president-elect to assume office if the president was unable to complete his/her elected term.*

### Section 2. Selection of Officers

- c. The parliamentarian will be appointed by the president.

#### *Rationale:*

*A person very knowledgeable of parliamentary procedures should be in this position.*

## ARTICLE V. MEETINGS

- Section 1. There will be an annual convention of the Association, the time and place to be selected by the Executive Committee.

#### *Rationale:*

*No statement was in the original instrument specifically stating meeting time arrangements.*

- Section 2. All individual members present and attending the business session will be entitled to vote.

## ARTICLE VI. COMMISSIONS



## CONSTITUTION AND BYLAWS (CONTINUED)

### Section 2. Determination of membership and officers:

- a. Each commission shall be composed of the elected chairman or president of each primary interest group within the commission.
- b. Each commission will elect a chairman and vice-chairman at the annual convention to assume office at the adjournment of the annual convention.
- c. Each commission shall be responsible for the creation of procedural bylaws to facilitate the activities of the various primary and secondary interest groups within the commission.

### Section 3. Commission responsibility will include the following:

- a. Making recommendations to the Executive Committee within the Commission's sphere of interest;
- b. Coordination of the planning of the annual convention programs for the interest groups within the commission;
- c. Articulation among Association members and between them and other educational institutions;
- d. Promotion and support of effective practices within the commission's sphere of interest.

## ARTICLE VI. INTEREST GROUPS

### Section 1. The following primary interest groups are established within the commissions to carry out activities consistent with the purposes of the commissions:

- a. Commission on Faculty
  1. Social Science faculty
  2. Humanities faculty
  3. Mathematics faculty
  4. Science faculty
  5. Learning Resources faculty
  6. Health Careers faculty
  7. Engineering and technology faculty
  8. Business faculty
- b. Commission on Administration
  1. Executive officers
  2. Academic officers
  3. Financial officers
- c. Commission on Students
  1. Student Services executives
  2. Counselors
  3. Admission officers
  4. Financial Aids officers
  5. Directors and/or Coordinators of Veterans Affairs
- d. Commission on Supportive Personnel
  1. Secretaries
  2. Clerks
  3. Computer operators
  4. College nurses
  5. Technicians
  6. Service-Maintenance

### Section 2. Secondary interest groups may be established as deemed advisable and within the bylaw provisions of the commissions.

## PROPOSED REVISIONS (CONTINUED)

### Section 2. Determination of memberships and officers

- a. Each Commission will hold at least one business meeting each year. This meeting will be held during the annual convention of the Association.  
*Rationale:*  
*No determination was made as to meeting time, etc.*
- b. Each commission will be composed of the elected chairman or president of each primary interest group within the commission.
- c. Each commission will elect a chairman and vice-chairman at the annual convention to assume office at the adjournment of the annual convention.
- d. Each commission will be responsible for the creation of procedural bylaws to facilitate the activities of the various primary and secondary interest groups within the commission.

## ARTICLE VII. INTEREST GROUPS

### Section 1.

- a. Commission on Faculty
  9. Career Education Faculty  
*Rationale:*  
*Career Education Faculty request*
  10. Health, Physical Education, and Recreation Faculty
- b. Commission on Administration
  4. Deans of Students Affairs  
*Rationale:*  
*Deans of Student Affairs organization request*
- c. Commission on Students
  1. Other student affairs administrators  
*Rationale:*  
*To denote those other than the Dean of Students Affairs.*
- d. Commission on Supportive Personnel
  5. Delete number 5  
*Rationale:*  
*Technicians will meet with their primary interest group and may be organized as secondary interest group.*

### Section 2. Each primary interest group will elect a chairperson and any other officers deemed advisable. Election of the chairperson will be held at the annual business meeting of the primary interest group.

*Rationale:*  
*To clarify time, place and action to be taken.*



## CONSTITUTION AND BYLAWS (CONTINUED)

### ARTICLE VII. COMMITTEES

#### Section 1. Executive Committee

- a. The members of the Executive Committee shall be the president, vice-president/president-elect, treasurer, the immediate past president, the chairman and vice-chairman of the Commission on Faculty, the chairman and vice-chairman of the Commission on Administration, the chairman and vice-chairman of the Commission on Students, the chairman and vice-chairman of the Commission on Supportive Personnel, and the chairman of the Legislative Affairs Committee. The secretary of the Association shall serve as a nonvoting member of the Executive Committee. The Chief State School Officer or his designee shall be an ex-officio, nonvoting member. The Executive Director of the Alabama Commission on Higher Education or his designee shall be an ex-officio, nonvoting member.
- b. The duties of the Executive Committee shall be to plan the annual convention, review recommendations of the Commissions, serve as the membership committee, and carry out such activities as may be assigned by the Association. The Executive Committee, represented by the president, shall refer to the Association all matters pertaining to changing or establishing policy. The Executive Committee may recommend action on matters referred to the Association.
- c. The Executive Committee shall appoint members to fill the unexpired terms of elected officers upon their resignation or incapacitation.

Section 2. Nominating Committee. This committee (consisting of three or more members of the Association) shall be appointed by the president with the advice and consent of the Executive Committee. It shall be the duty of this committee to place in nomination one or more candidates for the offices of vice-president/president-elect and treasurer at the business session of the annual convention. The presiding officer shall always recognize nominations from the floor; and if any offices are contested, the election shall be by secret ballot.

## PROPOSED REVISIONS (CONTINUED)

Section 3. Secondary interest groups may be established as deemed advisable and within the bylaws provisions of the commissions.

*Rationale:*

*No change.*

### ARTICLE VII. COMMITTEES

#### Section 1. Executive Committee

- a. The members of the Executive Committee shall be the president, vice-president/president-elect, treasurer, the immediate past president, the chairman and vice-chairman of the Commission on Faculty, the chairman and vice-chairman of the Commission on Administration, the chairman and vice-chairman of the Commission on Students, the chairman and vice-chairman of the Commission on Supportive Personnel, and the chairman of the Legislative Affairs Committee. The secretary and the parliamentarian of the Association shall serve as nonvoting members of the Executive Committee. The ex-officio non-voting members of the Executive Committee will be the Chief State School Officer or his/her designee, the Executive Director of the Alabama Commission on Higher Education or his/her designee, and a representative of the Junior College Council of Presidents.

- c. Upon the resignation or incapacitation of an officer, with the exception of the president, the Executive Committee will appoint a member to fill the unexpired term.

*Rationale:*

*To clarify the replacement of the president in case of resignation.*

- d. The Executive Committee will meet immediately after the annual business meeting of the Association and shall hold at least one additional meeting each year.

*Rationale:*

*To clarify meeting time, etc.*

- e. A majority of the voting membership of the Executive Committee will constitute a quorum for the purposes of conducting meetings.

*Rationale:*

*To clarify business procedures for this committee.*

Section 2. a. Nominating Committee. This committee (consisting of three or more members of the Association) will be appointed by the president with the advice and consent of the Executive Committee. It will be the duty of this committee to place in nomination one or more candidates for the offices of vice-president/president-elect and treasurer at the business session of the annual convention. The presiding officer will always recognize nominations from the floor.

*Rationale:*

*To clarify voting procedures.*

- b. Voting. The election will be by hand vote unless the vote is contested; in which case the vote will be by secret ballot.

*Rationale:*

*To specify voting procedures.*





# alabama junior and community college association

1978 Conference  
April 20 and 21, 1978

Pre-Registration Form

NAME \_\_\_\_\_

INSTITUTION \_\_\_\_\_

## PLEASE CHECK YOUR INTEREST GROUP:

### ADMINISTRATION

- ☐ Presidents/Public Relations/  
Media Technicians
- ☐ Federal Programs/  
Institutional Research
- ☐ Academic Officers
- ☐ Financial Officers
- ☐ Bookstore Managers
- ☐ Directors of Physical Plant

### SUPPORTIVE PERSONNEL

- ☐ Secretaries/ Clerks
- ☐ Computer Operations
- ☐ Nurses
- ☐ Security
- ☐ Service/Maintenance

### FACULTY

- ☐ Business
- ☐ Health Careers
- ☐ Career Education
- ☐ Art
- ☐ English
- ☐ Foreign Languages
- ☐ Music
- ☐ Reading
- ☐ Speech
- ☐ Learning Resources
- ☐ Mathematics
- ☐ Science/Engineering and Technologies
- ☐ Social and Behavioral Sciences
- ☐ Physical Education

### STUDENTS

- ☐ Admissions Officers and  
Registrars
- ☐ Financial Aid Officers
- ☐ Counselors
- ☐ Student Services Executives
- ☐ Veterans Affairs Coordinators

### RETIRED PERSONNEL

(check here)

I fully understand that this form is not my hotel reservation, but is for AJCCA Conference pre-registration and banquet reservations only. I have included a check in the amount of \$ 14.00 to cover the costs. Pre-registration is not complete unless you enclose the correct amount of money!!

SIGNED \_\_\_\_\_

RETURN TO: Martha Markus, Jefferson State Junior College, 2601 Carson Road, Birmingham, AL 35215  
DEADLINE FOR REGISTRATION APRIL 10, 1978



## CONSTITUTION AND BYLAWS (CONTINUED)

### Section 3. Legislative Affairs Committee.

- a. This committee shall represent the legislative interest of the Association. This includes submitting to the Executive Committee proposals for legislation, initiating desirable legislation, and cooperating with other educational commissions, departments, and organizations (such as AEA and ACHE), and the State Department of Education in the promotion of legislation for the welfare of post-secondary education.
- b. Members of the committee shall be appointed by the Executive Committee.
- c. Appointments to this committee will be representative of the administrative and faculty segments.

Section 4. Other standing committees. A Publications Committee, appointed by the president, and an Auditing Committee, composed of two persons employed at member institutions other than those represented on the Executive Committee, shall be appointed by the president to carry out such duties as designated by the Executive Committee.

Section 5. Ad hoc committees may be appointed by the president.

### ARTICLE VIII. FINANCE

The Association shall have the authority to establish the annual individual and institutional dues. The Association invests in the Executive Committee full responsibility for establishing overall financial policy and for accepting gifts, grants, or other income from appropriate sources.

### ARTICLE IX. AMENDMENTS

Proposed amendments shall be submitted in written form to the secretary by a member at least forty (40) days before the annual convention. The secretary shall distribute such proposed changes in written form to all individual and institutional members at least thirty (30) days prior to the annual convention. These amendments must be approved by a majority vote of the membership of the Association assembled at the annual convention.

## PROPOSED REVISIONS (CONTINUED)

Section 3. c. Appointments to this committee will be representative of the administrative, faculty, student services, and support personnel segments of the organization.

*Rationale:*

*To give representation to all employees.*

### ARTICLE IX. FINANCE

No change.

### ARTICLE X. AMENDMENTS

Proposed amendments shall be submitted in written form to the secretary by a member at least ninety (90) days before the annual convention. The secretary shall distribute such proposed changes in written form to all individual and institutional members at least thirty (30) days prior to the annual convention. Ratification of all changes of the Constitution and Bylaws will require two-thirds favorable vote from the members attending the business session of the annual convention.

### EXECUTIVE COMMITTEE

Les Sims, Chairperson  
President, A.J.C.C.A.  
Jefferson State Junior College

Frances Smith, Vice-Chairperson  
Commission on Faculty  
Bishop State Junior College

Connie Williams, Vice-Chairperson  
Commission on Supportive Personnel  
Snead State Junior College

Sandra King, Vice-President/  
President-Elect  
Lurleen B. Wallace State Junior College

E. R. Brannan, Chairperson  
Commission on Administration  
Alabama Christian College

Joe Ford, Chairperson  
Committee on Legislative Affairs  
Gadsden State Junior College

Hattie Nunnery, Treasurer  
Alexander City State Junior College

Pat Wallace, Vice-Chairperson  
Commission on Administration  
Jefferson State Junior College

Patricia McLaney, Representative  
Junior College Branch  
State Department of Education

Martha Markus, Secretary  
Jefferson State Junior College

Shearlene Harris, Chairperson  
Commission on Students  
Jefferson State Junior College

Bill Blöw, Representative  
Alabama Commission on Higher Education

Byron Causey, Parliamentarian  
Alexander City State Junior College

Ron Cordell, Vice-Chairperson  
Commission on Students  
Gadsden State Junior College

Charles Cobb, Publications Editor  
Jefferson State Junior College

John Shannon, Chairperson  
Commission on Faculty  
Calhoun State Community College

Joyce Campbell, Chairperson  
Commission on Supportive Personnel  
Snead State Junior College

*Please address all news, articles, suggestions, comments, etc., pertinent to your school as a part of our AJCCA to Charles Cobb, Jefferson State Junior College, 2601 Carson Road, Birmingham, Alabama 35215.*



